



## Easter Seals-Goodwill Northern Rocky Mountain, Inc.

*We create solutions that change lives for people with disabilities,  
for the disadvantaged and for their families.*

Exhibit 40  
DATE 1/27/09  
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### MEDICAID HOME CARE

January 2009

#### Adult Day Services

Great Falls, MT

#### Autism Services

Billings, MT

Boise, ID

Bozeman, MT

Salt Lake City, UT

#### Career Designs

Great Falls, MT

#### Case Management Services

Great Falls, MT

Sheridan, WY

#### Child Development Center

Missoula, MT

#### Community Access

Great Falls, MT

Sheridan, WY

#### Equipment Loan Program

Billings, MT

Boise, ID

Great Falls, MT

Helena, MT

#### Goodwill Staffing Services

Boise, ID

Nampa, ID

#### Goodwill Stores

Billings, MT

Boise, ID

Butte, MT

Great Falls, MT

Helena, MT

Meridian, ID

Missoula, MT

Nampa, ID

Pocatello, ID

#### Highlands Hospice

Butte, MT

Deer Lodge, MT

#### Home Care Services

Butte, MT

Conrad, MT

Great Falls, MT

#### Medallion Medical Care

Great Falls, MT

#### OutSources Unlimited

Great Falls, MT

#### The MailRoom

Great Falls, MT

#### Pediatric Therapy Services

Billings, MT

#### Regional Service Center

Great Falls, MT

#### Supported Living

Great Falls, MT

Sheridan, WY

#### Supported Employment

Great Falls, MT

Sheridan, WY

#### WorkForce Development Ctr.

Great Falls, MT

#### WorkForce Re-entry Services

Southern & Eastern Idaho

#### Working Solutions

Nampa, ID

1) One of the primary benefits of in-home care is that of breaking the cycle of isolation which can occur when a person is home bound. Our frail elderly who are socially isolated are more prone to exploitation, abuse, neglect, physical maladies, and especially injuries related to falls. Such issues mean further costs to the state in either a hospital or nursing home situation. Further, isolation promotes self-neglect and depression which both lead to increased hospital/treatment/medication usage.

2) Consider the FMLA (Family Medical Leave Act), where we are all guaranteed time off from work to care for family members. How many people reading or hearing this can actually take time off to care for family members so as to avoid nursing home or hospital stays? As a parent we can expect to house and care for our children a minimum of 18 years. As caregivers, we can expect to provide care for our parents an average of 19 years. Yet how many working adults can actually take the time to provide needed care every day?

3) We are all aware of the caregiver or health care personnel shortage. A review of three schedules of Personal Care Attendants (PCA) who strive to work 33 – 39 hrs a week out of the Butte Easter Seals Home Care office shows some common denominators. One PCA must work 7 days a week, the other two 6 days a week simply to maintain their full time paid hours. Medicaid requirements for home visits are such that all of the PCAs I mentioned must move from patient to patient in different settings while breaking up each day so that many visits are 30 minutes in length. Patient visits longer than 2 hours are rare because of the way we must assign Medicaid hours. For example, currently under Medicaid we are allowed to assign 1 hour for bathing, dressing, area clean up, and meal prep (all in the same hour). After this, the PCA must go to the next client.

Easter Seals-Goodwill / Highlands Hospice • (406) 533-0020 • FAX (406) 533-0019

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[www.esgw-nrm.easterseals.com](http://www.esgw-nrm.easterseals.com)

A study of the Butte Home Care program shows that for every 10 PCAs that we hire and train, 2 or less will still be employed at the end of three months. Most PCAs find the schedules too grueling just to put in a 30 - 40 hour work week, and we lose them to fast food, convenience stores, and large retail stores. We lose paid caregivers to the simple act of financial survival.

**A direct increase in wages to the Personal Care Attendants** would ease this burden on these important workers. It would enable us to attract and retain individuals who otherwise would seek employment elsewhere, where they might also qualify for insurance and other benefits.

4) Lastly, for the providers the cost of doing business in health care is increasing. An organization such as Easter Seals-Goodwill is required to provide 16 hours of training to a new PCA (Easter Seals and most agencies pay the PCA to go through the training) that is not reimbursed by Medicaid. As a further burden, the workers compensation insurance has grown greatly in the past several years. This is compounded by the unpredictable work environment of the private home.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Loren F. Hines', with a large, stylized flourish at the end.

Loren F. Hines, RN  
Senior Director of Clinical Services  
Easter Seals-Goodwill NRM

# HOME ATTENDANT WEEKLY PLANNING GUIDE

HCA Name: Rosa

Address: \_\_\_\_\_

Phone: 490-

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# HOME ATTENDANT WEEKLY PLANNING GUIDE

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HCA Name: Patricia

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# HOME ATTENDANT WEEKLY PLANNING GUIDE

HCA Name: Sandra

Address: \_\_\_\_\_

Anaconda

Phone: 563-

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